

# High Wage/High Demand Training

The High-Wage/High-Demand (HWHD) option is full-time training for TANF recipients to complete a certificate or degree that will lead to employment in a high-wage, high-demand occupation. There are two HWHD tracks:

- **Information Technology/Health Care:** One-year certificate from a community or technical college in the information technology or health care fields. Colleges have lists of the training programs that qualify.
- **Certificate/Degree Completion:** Clients can finish up a two- or four-year degree in a high-wage, high-demand field on an exception basis. Colleges use [the LMEA Skills Gap Analyzer](#) to screen cases and forward likely cases to headquarters for a final decision.

Both types of HWHD can be approved one-time only (barring an approved exception to policy) and has no work requirement. To qualify, a participant must:

1. Obtain the certificate/degree within 12 calendar months.
2. Participate full-time in the training program and make satisfactory progress.
3. Work with co-located ESD staff during the last quarter of training for job placement.
4. Return to job search once s/he completes the educational program if still unemployed.

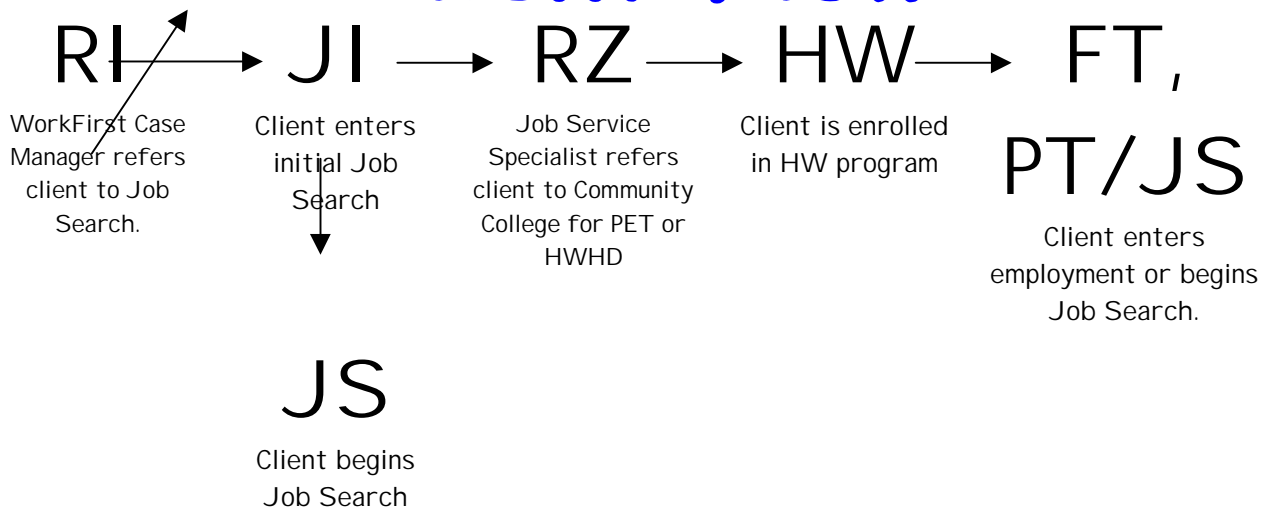
This is a new training option that must be approved in a participant's Success Plan and IRP. A new JAS component code, HW, is used for those in this type of training.

## NEW! High Wage/High Demand Measure

Generally, this will measure a three-step process; 1) number & percentage of clients moving from Job Search entry to high-wage, high-demand training 2) number & percentage of high-wage, high-demand clients placed/employed within 60 days of the end of training, and 3) how many high-wage, high-demand clients exit TANF within 90 days of placement date.<sup>1</sup>

Point Person	Reporting Agency	Implementation Date	Method for Reporting
Mark Sullivan	DSHS	July 2001 (May Data)	Operational Strategies Report Located at: <a href="http://intra.dshs.wa.gov/esa/esaintra/stratrpts/Web0201_Pdf.PDF">http://intra.dshs.wa.gov/esa/esaintra/stratrpts/Web0201_Pdf.PDF</a>

## Client Flow



<sup>1</sup> See upcoming WorkFirst Operational Report, data dictionary, for more details.